

5 March 1957

MEMORANDUM FOR: Deputy Director (Support)

THROUGH: Director of Personnel

SUBJECT: Second Personnel Executives' Conference Sponsored by the  
Civil Service Commission

1. This memorandum is for your information.
2. The Civil Service Commission accepted your nomination of me to attend the Second Personnel Executives' Conference which was held 11 through 21 February, 1957, on the grounds of the National Institutes of Health in Bethesda, Md.
3. The stated purpose of the Conference was to broaden and deepen the personnel executives' understanding of the relationship between personnel management and general management; to foster development and application of personnel policies, programs and practices that will contribute the most to agency management; and to provide an opportunity for an interchange of viewpoints on an intensive study of personnel management developments and problems.
4. The first of these conferences was held last September and was more or less a "dry-run" during which various approaches to future conferences were studied. The Commission now has firm plans for conducting about three conferences per year, and this Agency will be afforded an opportunity to participate.
5. The second Conference was attended by 28 personnel officials from various Federal agencies in the Washington metropolitan area, and 6 from the field. We were addressed by seven members of the academic profession, all of whom are well known in public administration circles and most of whom have made written contributions to one phase or another of personnel administration. We were addressed by three members of industry: a vice-president of Sears Roebuck, a vice-president of American Motors, and a member of the management engineering firm of Booz, Allan and Hamilton. There were four speakers from Government: Mr. Philip Young, who led off the conference, Mr. John Macy, who followed him, an Assistant Secretary of Labor, who discussed the manpower outlook, and the Chief of Employee Relations for the Tennessee Valley Authority.

6. The main theme of the Conference centered on the necessity for and the qualities required in leadership. While the various speakers were

SUBJECT: Second Personnel Executives' Conference Sponsored by the  
Civil Service Commission

not all of one mind the general theme was well preserved. We were exposed to the results of recent studies and other research in the field of human relations which while centering around industrial situations nevertheless have a large application to government.

7. I feel participation in these conferences will be most beneficial to us. The opportunities to meet other members of the Federal personnel establishment are great and can be extremely rewarding. The opportunity to be temporarily divorced from the day-to-day problems here and put your mind on various theoretical approaches to common problems is notable. The practical results from the conferences will have to be measured over an extended period for the reason that the benefits which the participants derive are essentially personal but should find expression in the ability of the participants to contribute more effectively in the future in their respective positions.

 STATINTL

Executive Officer  
Office of Personnel